



(17)-JT-48-R09

**Tom Butt**  
Mayor

**CITY OF RICHMOND, CALIFORNIA**

**"We Can Do It!"**  
Office: 510.620.6503

Office of the Mayor

February 23, 2017

Catherine McCabe, Acting Administrator  
Environmental Protection Agency  
Ariel Rios Building  
1200 Pennsylvania Avenue, N. W.  
Washington, DC 20460

**RE: Brownfields Job Training Grants**

Honorable Administrator McCabe:

I am writing to offer my strong support for the City of Richmond's application to the Environmental Workforce and Job Training Grant. Please see the following information pertaining to the application for this important EPA funding opportunity.

**A. Applicant Identification:** The City of Richmond Employment and Training Department, 330 25<sup>th</sup> Street, Richmond, CA 94804, (DUNS # 088770706) is applying for an Environmental Workforce Development and Job Training Grant – FY 2017 to train environmentally impacted residents for future employment in the environmental field. With this funding, the City will bring together environmental employers, city departments, developers, environmental trainers, community based organizations, educators, and other key stakeholders to provide training to residents that will facilitate environmental assessment and remediation.

**B. Responses to the 6 Threshold Eligibility Criteria:**

- a. Applicant Eligibility: The applicant is eligible to apply as a unit of local government.
- b. Non-Duplication: This project does not duplicate other federally funded environmental job training programs in the area, and the City of Richmond does not appear on the identified EPA, NIEHS, DOL or DOE web sites as a recipient of other environmental job training grant funds.
- c. Required HAZWOPER Training: OSHA 29 CFR 1910.120 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER) training will be incorporated into the proposed curriculum and be required of **all trainees**.
- d. Federal Funds Requested: \$200,000
- e. Substantial Conformity with Instructions and Format Requirements: Yes
- f. Training Curriculum Chart Indicating Cost of Each Course: See page 4 of narrative
- g. Target Area and Proposal Submission Requirement: Yes
- f. Submission of Proposal: Submitted on February 23, 2017.

**C. Grant Type:** "Environmental Workforce Development and Job Training Grant."

**D. Location:** The environmentally impacted communities that the proposed program will serve are located within the City of Richmond, in Contra Costa County, California.

*Home of Rosie the Riveter WWII Home Front National Historical Park*

450 Civic Center Plaza, Richmond, CA 94804 | [www.RichmondCAMayor.org](http://www.RichmondCAMayor.org)

<b>E. Key Contacts:</b> Individuals with responsibility for the project are indicated below:	
<b>Project Director</b>	<b>Chief Executive/Highest Ranking Official</b>
Fred Lucero, Project Director 330 South 25 <sup>th</sup> Street Richmond, CA 94804 Phone: (510) 307-8009 Fax: (510) 307-8061 FLucero@richmondworks.org	Tom Butt, Mayor 450 Civic Center Plaza Richmond, CA 94804 Phone: (510) 620-6503 Fax: (510) 412-2070 Tom_Butt@officeofthemayor.net

**F. Date Submitted:** The City of Richmond is submitting the grant application to the EPA via [www.grants.gov](http://www.grants.gov) on February 23, 2017.

**G. Project Period:** The proposed project will be executed between July 1, 2017 and June 30, 2019.

**H. Population:** The City of Richmond had a population of 103,701 as of the 2010 U.S. Census.

**I. Training:** In addition to the required 40-hour HAZWOPER training, the RichmondBUILD Environmental Workforce Job Training Partnership will provide the following additional types of training: RichmondBUILD Pre-apprenticeship Construction (advanced), Wastewater Treatment (awareness), Solid Waste and Recycling (awareness), Emergency Response (awareness), Lead Abatement (advanced), Asbestos Abatement (advanced), Confined Space Entry (advanced), Refinery Safety-Bay Area Training Trust (advanced), OSHA-10 (advanced).

We are pleased to submit this application for an EPA Environmental Workforce and Job Training Grant, and believe that the proposed programs will bring significant benefit to our City and the region. Please contact me if I can be of further assistance.

Sincerely,



Mayor Tom Butt  
City of Richmond

**1 Community Need**

**A Community Description**

**1 Detailed Description of the Community**

Richmond, California has a population of 103,701 and is located in the northeast portion of the San Francisco Bay Area. The community includes 34 square miles of land area and 35 miles of shoreline on the Bay. The population of the city grew very rapidly during the years of World War II, as it became a central location for shipbuilding in support of the war effort. Heavy industry and petrochemical production became important employers. In recent decades, Richmond has experienced large-scale deindustrialization, leading to persistently high unemployment, and accompanying high levels of poverty, violence, and school failure. Gentrification in the San Francisco Bay Area region is also impacting Richmond as lower-income earners are displaced and forced to seek housing located farther away from their place of employment.<sup>1</sup> Table 1 compares Richmond with the State of California and the nation on a range of demographic indicators.<sup>2</sup>

**Table 1: City of Richmond Demographic Comparison**

	Target Community- Richmond, CA	County-Contra Costa	State of California	United States
<b>Population</b>	109,708	1,094,000	38,800,000	324,118,787
<b>Unemployment<sup>3</sup></b>	5.0%	4.7%	6.3%	4.7%
<b>Poverty Rate</b>	17.5%	10.8%	16.4%	13.5%
<b>Percent Minority</b>	82.9%	52.7%	60.3%	36.6%
<b>Household Income Per Capita</b>	\$25,998	\$38,770	\$29,906	\$41,518

The unemployment rate for the city was at 5.0% in the most recent Bureau of Labor Statistics count, nearly 6% above the current national unemployment rate of 4.7%. In addition, the availability of employment regionally has been impacted by local business closures including: Doctors Hospital (709), Chevron (430), Hartmann Studios (219), SunPower (59), Coopers Lighting (47), and BP Lubricants (34).

The City of Richmond is heavily impacted by poverty—the rate of 17.5% for the city as a whole is more than 35% higher than the national average, while the poverty rate in central Richmond, where many of the city’s environmentally impacted sites are located, is above 25%.<sup>4</sup>

The city includes a large proportion of African American residents, and the proportion of Hispanic residents has grown substantially during the past decade. As Table 1 indicates, the percentage of minority population of the city is much higher than the state or the nation as a whole.

**2 How Demographic Indicators Relate to Current Challenges**

As noted above, Richmond includes a high proportion of individuals who fall below the poverty line, as well as large percentages of African American, Hispanic, and Asian residents. These residents live in neighborhoods that have a disproportionate number of environmentally impacted sites and face a variety of health risks. The most recent report from the Contra Costa County Hospital Council shows Richmond residents continue to be at a higher risk on many health indicators than residents in the rest of the county, including conditions such as diabetes, rates of asthma hospitalizations for children, and mental

<sup>1</sup> *East Bay Economic Outlook, 2014-15*, East Bay Economic Development Alliance, [www.eastbayeda.org](http://www.eastbayeda.org).

<sup>2</sup> All population and demographic data from the U.S. Census, accessed at [www.quickfacts.census.gov](http://www.quickfacts.census.gov) on February 15, 2017, unless otherwise indicated.

<sup>3</sup> Data from the Bureau of Labor Statistics, [www.bls.gov](http://www.bls.gov), accessed on February 15, 2017.

<sup>4</sup> Data includes the following Census tracts in Central Richmond: 3730, 3760, 3770, and 3790.

health hospitalizations. Richmond residents also have disproportionately higher rates of heart disease, cancer, and stroke than the county as a whole.<sup>5</sup>

Richmond's industrial history has resulted in a large number of environmentally impacted sites that have had a demonstrable impact on the city's lower income residents. A total of 41 sites within Richmond are currently identified by the Department of Toxic Substances Control for the state of California, covering a total area of over 1,054 acres. These include multiple sites related to the port, as well as sites tied to chemical production and refinery activity.

Specific environmentally impacted sites and programs to address them include the following:

- ✓ The Terminal One Project will require a \$10 million remediation before a 300 unit waterfront housing development is built. This project has been approved and is scheduled for remediation and construction in summer of 2017.
- ✓ A 400 acre site at Point Molate previously used by the Navy, has been remediated and can be developed for public use (now underway).
- ✓ The United Heckathorn site, a pesticide production site that was the location of two previous unsuccessful clean up efforts. This 20 acre site includes both Bay and land pollution.
- ✓ The Miraflores property, under redevelopment by the City, which has received \$600,000 in EPA funding for remediation. The majority of the EPA Revolving Loan funds have been spent, but the site will require additional work prior to the placement of housing on the site.<sup>6</sup>
- ✓ The construction of a 12 MW solar energy generation facility on a former brownfield site by Marin Clean Energy, in partnership with Chevron, which will be the largest solar generation facility in the Bay Area.
- ✓ Low-income neighborhoods in Richmond include hundreds of unimproved older homes, creating a hazard of lead contamination for children. A \$3 million HUD Lead Abatement grant to the Richmond Housing Authority (RHA) will create over 200 jobs in this area.

### **3 How the Project Will Address Threats to Public Health, Environmental Justice Concerns**

The RichmondBUILD Environmental Job Training Program (RBEJTP) will help to address public health and environmental justice in the community in multiple ways. Individuals who are trained in the program will gain the skills to serve their own impacted communities through the remediation efforts identified above. The program will also provide an opportunity for middle and high school students to learn about environmental issues and environmental careers so they can become active in protecting the environment where they live.

### **4 Recruiting and Training Individuals of Specific Populations Indicative of Need**

The recruiting strategy described in Section 2C indicates that priority will be given to low-income, unemployed, and underemployed Richmond residents, with a particular focus on outreach to minority participants. The program will build on the foundation of the nationally recognized RichmondBUILD program (see Section 4A for description), which has historically focused on this population, strengthening the capacity of the RBEJTP to serve these groups as well.

In addition to targeting the populations identified above, the RBEJTP will also focus on recruiting and serving veterans. RichmondBUILD partners with two local nonprofits serving veterans, Swords to Plowshares (San Francisco) and Inter-city Services (Berkeley), and has developed a close relationship

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<sup>5</sup> Contra Costa County Hospital Council Report, Community Health Indicators for Selected Cities and Places in Contra Costa County, December, 2010. [http://www.cchealth.org/health\\_data/hospital\\_council](http://www.cchealth.org/health_data/hospital_council). Accessed on February 15, 2017.

<sup>6</sup> A dozen RBEJTP grads worked on the project at a wage of over \$20 per hour, gaining experience in all aspects of environmental work, including hazardous material removal.



with the local State Employment Development Department veterans' representatives, who work alongside the RichmondBUILD case managers at the local One-Stop Center to coordinate recruiting and services. Furthermore, RichmondBUILD is partner to a grant (Project HIRE) funded by Workforce Investment Act that targets veterans for services.

## **B Labor Market Demand**

### **1 Labor Market Assessments of Demand**

The labor market for skilled environmental employment in the San Francisco Bay Area offers promising opportunities for graduates of the RBEJTP program. Because the design of the training program provides participants with a diverse range of skills in environmental cleanup, hazardous waste abatement, and renewable energy, as well as construction, graduates will have the flexibility to seek employment in sectors that demonstrate the greatest job growth. Program graduates will be prepared for a wide range of well-paid environmental employment. The regional labor market assessments for some of these occupations have shown encouraging projections for job growth in the East Bay Region, as indicated in Table 2.

Table 2: Environmental Employment Projections <sup>7</sup>		
Occupation	Median Hourly Wage	Projected Employment Growth – 2014-2024
Hazardous Material Removal Workers	\$18.80	34.0%
Environmental Science and Protection Technicians, Including Health	\$24.12	29.8 %
Environmental Engineering Technicians	\$32.16	37.5%
Solar Photovoltaic Installers	\$19.01	40.7%
Occupational Health and Safety Specialists	\$42.56	19.7%%

Within the City of Richmond, there are multiple projects underway that promise to provide substantial numbers of environmental employment opportunities. The Chevron Modernization Project is a \$1 billion investment that is underway and will create up to 1,200 construction jobs including environmental remediation opportunities. Included in that project will be the repurposing of a brownfield site for the installation of a 12 mega-watt solar farm. Both the Modernization Project and the solar farm project have committed to a local hire agreement and RichmondBUILD has been designated as the entry-point for the hiring commitment. All new hires on the solar farm project will be required to possess a HAZWOPER certification. The Richmond Housing Authority is also carrying out a \$3 million HUD lead abatement grant and a \$50 million Rental Assistance Demonstration (RAD) project that will rehabilitate 156 housing units and is expected to generate a total of 300+ jobs during the funding period. In addition, the 400 acre former Navy Depot, Point Molate, is undergoing a \$10 million remediation. Pacific States Environmental has been awarded the remediation contract and they have actively hired RichmondBUILD graduates who have completed the EPA-funded HAZWOPER training class. Examples of other opportunities in the region include a 20-year, \$6.7 billion Sewer System Improvement Program in San Francisco that is projected to create thousands of jobs in hazardous materials operations and removal.

### **2 Employer Surveys of Demand**

In a survey of employers, as well as recent discussions with employers working on the environmental projects described above, respondents ranked the following potential training activities as highest in importance for new employees: 40-hour HAZWOPER, CA Dept. of Public Health-Lead Worker, Asbestos Worker; EPA Lead RRP, and OSHA 10. A total of 43% of online survey respondents

<sup>7</sup> Data from California Employment Development Department, for the Oakland-Fremont-Hayward Metropolitan Division, LMI Occupational Profiles, <http://www.labormarketinfo.edd.ca.gov>, accessed February 10, 2017.

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also indicated their interest in an on-the-job training opportunity in which their business is reimbursed for part of the cost of new employee training.

**3 Demand for Skilled Environmental Professionals With Proposed Certifications**

The curriculum of the RBEJTP is structured to enable trainees to take advantage of the regional opportunities identified above and to obtain skills in demand by employers. HAZWOPER (Hazardous Waste Operations and Emergency Response Standard) and Occupational Safety of America (OSCA) will provide knowledge and skills needed for employment in environmental cleanup and refinery work. Certifications in Asbestos and Lead Remediation will prepare graduates for work in ongoing lead and asbestos cleanup efforts. The RBEJTP will also enable participants to obtain a Transportation Workers Identification Credential (TWIC), required by the U.S. Department of Homeland Security for individuals working in petrochemical refineries.

**2 Training Program Description**

**Table 3: Proposed Training Program Components**

<b>Course Name/ Curriculum Topic</b>	<b>Level</b>	<b>State/ Federally Recognized Certification</b>	<b>Hours</b>	<b>Start/ End Dates (Cohort 1)</b>	<b># of times offered</b>	<b>Provider</b>	<b>Cost of Course</b>	<b>% of Grant Bud- get</b>
Richmond BUILD Pre- apprenticeship Construction	Advanced	CA Division of Apprentice- ship Standards	120	Aug – Oct 2015	3	City staff, Carpenters Local 152	Lever- aged	NA
HAZWOPER	Advanced	Federal (OSHA)	40	Oct – Nov 2015	3	Laborers Union	\$6000 @ \$2000 ea	3%
Solar Technology	Entry & Advanced	NABCEP	40	Sep 15		Net Electric	Lever- aged	NA
Emergency Response	Awareness	Union Training	4	Nov 15	3	Teamsters Union	\$6000 @ \$2000 ea	3%
Lead Abatement	Advanced	CA Dept. of Public Health	24	Nov 15	3	EHS Int.	\$6000 @ \$2000 ea	3%
Asbestos Abatement	Advanced	Federal	32	Nov 15	3	EHS Int.	\$6000 @ \$2000 ea	3%
Conf. Space Entry	Advanced	Federal (OSHA)	8	Nov 15	3	EHS Int.	\$6000 @ \$2000 ea	3%
Refinery Safety—	Advanced	Industry Certification	8	Nov 15	3	Occupatio nal Safety	No cost	0%

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Table 3: Proposed Training Program Components

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OSCA card						Council of America		
OSHA - 10	Advanced	Federal (OSHA)	10	Nov 15	3	Laborers Union	\$6000 @ \$2000 ea	3%
<b>Totals:</b>	NA	NA	286	NA	NA	NA	\$30,000	18%

The project will operate three training cycles of 286 hours in length during the two-year grant period, with 20 participants in each cycle. One cohort will complete a training cycle in Year One (2017), with two cohorts in Year Two (2018). Year Two will also include job placement activities, follow-up services, refresher training, and program evaluation. Table 3 shows the training sequence and hours to be spent on each component of the training. As indicated in the Training Outline, participants will be able to earn six certifications during their training. The proposed training program will include a variety of sustainable practices, including the recycling and reuse of training materials; the purchasing of more sustainable equipment, supplies, and service; and community service projects including tree planting and maintenance of the Richmond Greenway to reduce environmental and climate impacts.

### 3 Budget

The budget for the proposed Environmental Workforce Job Training program is included in Table 4 below.

Table 4: Project Budget

	Project Tasks				
	Outreach/ Recruitment	Instruction/ Training	Program Management	Placement and Tracking	Total
Personnel	20,000	30,000	60,000	10,000	120,000
Fringe Benefits	5,200	7,800	15,600	2,600	31,200
Travel			3,000		3,000
Supplies		8,800			8,800
Contractual		30,000			30,000
Other *		3,000		4,000	7,000
<b>Totals</b>	<b>\$25,200</b>	<b>\$79,600</b>	<b>\$78,600</b>	<b>\$16,600</b>	<b>\$200,000</b>

\*Supportive Services

The budget for RBEJTP training program includes the following components: **Personnel:** A total budget of \$120,000 during the three year period includes the cost for a Program Manager (50% FTE in year 1 and 2 and 25% in year 3.) The Program Manager will be responsible for program administration, partner coordination, oversee the various training programs, coordinate job placement and follow up services. **Fringe Benefits:** Although the City of Richmond's rate for benefits is at 50%, only a proportionate share (approximately 25%) will be allocated to the project's budget, with the remainder



leveraged by the City of Richmond. **Travel:** Travel costs for the program total \$3,000 and will be used for EPA-related training and meetings. **Supplies:** A total of \$8,800 is included for the cost of supplies related to training, including safety equipment at \$60/participant x 60 participants (\$3,600) and unrecyclable construction materials (\$5,200). **Contractual:** \$30,000 for the cost of contracted instructional services for certified and other environmental training, solar technology and related training. See Table 3 on pages 4 and 5 for specific training activities and their itemized costs. **Other:** \$3,000 is included for supportive services related to Training, including items such as transportation \$1,500 (\$25/participant x 60), and childcare support (\$1,500) while the amount of \$4,000 is allocated for placement and tracking support to assist individuals with obtaining and retaining employment in the environmental field.

#### 4 Program Structure, Anticipated Outputs and Outcomes

##### A Outputs and Outcomes

##### 1 Anticipated Enrollments and Participant Results

Table 5: Anticipated Enrollments and Participant Outcomes

Overall # of Participants Enrolled in Program	# of Graduates Completing Program	# of Graduates Placed in Environmental Positions	# of Graduates Not Placed but Pursuing Further Education
60	51 (85%)	45 (75%)	5 (8%)

During the two-year program, 60 participants will be trained to enter the environmental and renewable energy job sectors. A placement rate of 75% will put 45 individuals in jobs directly related to their training, a rate 5% above the required 70% placement rate identified in the grant requirements.

#### Program Outputs

The outputs of the proposed training program are also responsive to the requirements identified by the EPA, as described below:

(1) *Increased number of individuals recruited, trained, certified, and placed in environmental careers in communities impacted by solid and hazardous waste sites and facilities, with minimum placement rate of 70%:* The ETD has set a goal of a minimum 75% placement rate for participants (45), based upon the success achieved by RichmondBUILD and the previous Brownfields Job Training grant.

(2) *Classroom style training, practical training and curricula modules:* The RBEJTP training program will include both classroom and hands-on training in each of the different segments of the course where appropriate. The program will have the tremendous resource of access to three state-of-the-art RichmondBUILD training facilities for portions of the different types of training in the program. Additional resources at these training facilities include: a model house, which will be used as the location for various contamination scenarios; access to building performance testing equipment such as infrared cameras, a blower door, and a duct blaster, all currently in use in the industry; use of a large flat screen television in the classroom for viewing training DVDs and Internet video.

(3) *Appropriate certification in environmental sampling and site cleanup methods:* The RBEJTP training program will offer the opportunity for participants to earn five certifications in environmental sampling and site cleanup: HAZWOPER certification, OSCA certification (refinery safety), along with Lead abatement, Asbestos abatement, OSHA 10, Carpentry Pre-Apprenticeship certification.. These certificates will be directly useful in relation to employment opportunities available in the City of Richmond and in the greater Bay Area.

(4) *Certification in Occupational Health and Safety (OSHA) 29 CFR 1910.120 40-hour Hazardous Waste Operations and Emergency Response Standard (HAZWOPER) training:* HAZWOPER



included.

(5) *Training in innovative and alternative technologies and related subjects:* Trainees will take part in a customized Solar Energy Training program developed and delivered by contractors that will be working on the Marin Clean Energy solar energy facility, with opportunity for guaranteed employment upon completion for trainees who score at the highest level in performance evaluations.

(6) *Additional Environmental Training:* Additional environmental training will include: energy efficiency audits, HVAC, and working with sampling equipment. OSCA will provide refinery safety training. RichmondBUILD delivers training in renewable energy technologies, including solar technology and green building standards.

### **Program Outcomes**

The RBEJTP directly addresses the EWJTG outcomes as indicated below:

(1) *Help residents take advantage of jobs created by the assessment, cleanup and management of solid and hazardous waste sites and facilities:* The existing infrastructure for recruitment and training will enable the RBEJTP to rapidly expedite the delivery of training, leaving more time for job placement. Likewise, residents' ability to obtain and retain environmental workforce jobs will be significantly enhanced through the program's strong partnerships with environmental employers.

(2) *Provide training that leads to sustainable employment in the environmental field and renewable energy sector:* The program will contribute directly to economic recovery by offering a breadth of training opportunities that enable graduates to adapt to changing labor conditions.

(3) *Improve community involvement and stimulate the development of constructive partnerships:* The program will enhance ties between the public and private sectors by leveraging the City's First Source hiring agreement to provide environmental workforce jobs for graduates. RBEJTP will strengthen partnerships in employment training by engaging community-based organizations, adult education, the workforce investment system, labor, and industry in a coordinated effort.

(4) *Foster self-sufficiency and enhance the skills and availability of labor for environmental remediation in communities impacted by environmental contamination:* The RBEJTP will enable participants to become contributing members of society by giving them marketable skills in environmental and green jobs, providing a new supply of workers for environmental remediation in the region.

(5) *Enable residents to participate in the promotion of environmental health and occupational safety, both on the job and in their communities:* Residents of Richmond will gain the skills and knowledge needed to assist in the environmental improvement of their community through their direct employment, but also within the public arena. Participants will be engaged in a healthy living and eating component that was recently developed for RichmondBUILD, promoting physical fitness and regular medical checkups. A visitor's center will be developed at the solar array facility to provide the public with information on its operations.

(6) *Increase exposure of high school students to renewable energy careers, environmental workforce career pathways.* Tours of the training facilities will be provided for middle and high school students through the ACET (Architecture, Construction, Engineering, Technology) academy at Kennedy High School.

## **2 Evaluating Progress Towards Achieving Expected Outputs and Outcomes**

Participant progress will be tracked by the Program Coordinator, with data reported to the EPA on a regular basis. The data will be analyzed to determine whether the program is meeting its targets, and changes in the training strategy will be made as needed to improve performance.

## **3 Clear, Detailed and Realistic Program Milestones**

As the RBEJTP training program timetable (see attachment) indicates, the program will operate for a period of two years, with one cycle completed during Year One, and two cycles in Year Two. A 12-month follow up period for all participants will include continued job placement activities, follow-up services, refresher training, and program evaluation. Because the existing Brownfields Job Training program has been in existence for seven years, the new program will be able to build on the existing program structure and support that is already in place. Drawing eligible candidates from the RichmondBUILD waiting list and using existing Employment and Training Department staff and case managers will enable Cycle 1 to begin within one month of grant award.

## **B Recruitment and Screening**

### **1 Process for Recruiting Participants**

Participant outreach and recruitment efforts for the RBEJTP training program will take advantage of the effective system that has been developed for RichmondBUILD and for other Richmond Employment and Training Department (ETD) programs that serve a similar target population. The reputation of the RichmondBUILD, has resulted in a current waiting list of over 100 individuals, the majority of whom would be eligible for participation in the RBEJTP training program. This large group of applicants, who have already demonstrated an interest in a related program, will provide a ready pool for identifying and selecting RBEJTP program participants. Upon notification of funding, the RBEJTP will immediately begin recruiting efforts for the first training cohort. Outreach will include the community of Richmond as a whole, since the entire community has been impacted in various ways by environmental cleanup issues. Outreach will focus particularly on low-income, minority residents of Richmond who are unemployed or underemployed.

The RBEJTP will also publicize the program through a range of traditional and custom designed outreach methods. The America's Job Center, RichmondWORKS program, will utilize their proven systems for effective outreach and recruitment of the targeted population. Outreach will involve making announcements on the city's public television station (KCRT), giving presentations in conjunction with the 39 neighborhood councils, and posting program information on the RichmondWORKS website and the website of the One-Stop Career Center. Public service announcements will be placed on local community access cable channels and on commercial stations throughout the project period. Multilingual (English, Spanish, and Lao) posters and flyers will be distributed throughout the target neighborhoods, to Section 8 families at Housing Authority units, and Richmond's well-developed network of neighborhood councils.

The diverse program partners for the RBEJTP will also contribute to recruiting efforts, as documented in the letters included in the proposal attachments. Program partners include the Richmond Housing Authority, the Richmond Workforce Development Board, IQ Personnel Environmental Staffing (sending people who are work ready), and others.

Social media will be widely utilized and will also hold informational workshops at public housing projects, at the City Auditorium, and other venues where young people from the targeted neighborhoods gather. Staff of public agencies, courts, homeless shelters, local schools, one-stop centers, community-based organizations, and law enforcement agencies will be contacted for referrals. The program will also engage current RichmondBUILD participants and program alumni in ongoing outreach and recruitment activities.

### **2 Screening, Retention and Attrition Strategies**

Based on successful past experience, the program will maintain the following eligibility requirements for program participation, thus ensuring that those who are served by the program meet the criteria established for Environmental Workforce Development and Job Training Grant programs. Participants must be: 1) Residents of West Contra Costa County (Richmond, San Pablo, Unincorporated areas; 2) Low income; 3) Currently unemployed or underemployed; and 4) Sincerely interested in an environmental career or the area of green jobs.

All potential RBEJTP training applicants will participate in an assessment of their education and pre-construction skills. Two types of testing will be required as part of the application: 1) CTB/McGraw Hill Test of Adult Basic Education (TABE) to assess math and reading levels; and 2) Skills aptitude and career exploration assessments. In addition to these tests, an in-house program Case Manager will meet individually with each applicant and complete an Intensive Assessment Interview form. Once these assessments are complete, the applicant will fill out and sign a one-page "Plan of Action Prior to Acceptance" affirming their commitment to the program.

Upon admission to the RBEJTP training program, an Individual Education and Employment Plan (IEEP) will be developed for each participant. The IEEP will incorporate specific, time-limited objectives related to such milestones as GED/diploma preparation, vocational preparation objectives, community service activities, cultural exploration, family planning, personal budgeting, and physical exercise and health. The objectives that are established in the IEEP will be reviewed on a regular basis at participant-Case Manager meetings to chart progress made throughout the program. (Grant monies will not be used for activities related to soft skills and supportive services that are not eligible for funding.)

A number of RBEJTP strategies will contribute to retention of participants and reduction of attrition. Because the program is short-term and very focused, participants are less likely to lose interest and leave. The program also has all participant certificates delivered to the program director, and these are held until the end, requiring participants to attend until course certificates are awarded.

### **3 Program Fees**

The RBEJTP pays all participant costs, including licensing, certification, and medical examination fees, thereby providing full access to the program for low-income individuals.

### **4 Accessibility of the Training Facilities**

The 15,000 square foot primary training facility for the program, which includes a large classroom, is located in the central part of the City of Richmond and is easily accessible by public transportation services. These include the AC Transit Number 72 bus line on nearby MacDonald Avenue and the Number 74 bus line on 23<sup>rd</sup> Street. The neighborhood surrounding the facility also includes ample parking space for those traveling by automobile.

## **C Program Support**

### **1 Job Search Support and Resources**

The America's Job Center operated by the Richmond ETD will serve as the in-house resource for placement of RBEJTP training program graduates into environmental and green jobs. The Richmond One-Stop is also networked with 13 other One-Stop Centers throughout the East Bay. RBEJTP case management services will ensure the effective utilization of One-Stop services by participants. Trainees will receive comprehensive job placement services and follow-up provided by Job Developers from the City of Richmond's One-Stop Centers/WIOA program in conjunction with RBEJTP training program case managers. Relationships that have been established by other ETD training programs with prospective employers, career technical training, and post-secondary education institutions ensure that participants will have full access to well-paid employment and/or advanced vocational training following completion of the program.

### **2 Assistance with Initial Job Placement and Continuous Employment**

Key relationships that are already part of the RBEJTP will facilitate the placement of program graduates in the environmental and renewable energy sectors. As the attached letters indicate, the Richmond Housing Authority, Marin Clean Energy, Cenergy Power, Net Electric and IQ Personnel Environmental Staffing have hired graduates of the RBEJTP training program in the past and have committed to hiring future graduates.

### **3 Plan to Track Graduates**

Case managers will meet monthly with program graduates for the first 3 months following



employment, and maintain regular contact with them during their entire first year of employment. In addition, the program will maintain careful records regarding employment retention.

**4 Use of Federal and Local Hiring Incentives**

A key incentive for the hiring of RBEJTP program graduates is the First Source Hiring Agreement signed by all contractors who work with the City of Richmond. Contractors for the RHA's Lead Abatement program (HUD), Marin Clean Energy's Solar One Project, and the Miraflores abatement project (HUD) are bound by this agreement to hire Richmond residents. The Chevron agreement for the Solar Energy Facility includes a commitment that a minimum of 50% of those hired for the project be local residents.

Worker Opportunity Tax Credits provide a federal incentive for employers to hire local residents. The Employment and Training Department of the City provides on-the-job-training funding to cover 50% of wages for the initial 10- to 12-week employment period in a green job.

**5 Marketing Incentives to Employers**

Strong relationships that have already been established with industry employers, based upon the outstanding reputation of RichmondBUILD, will assist in the marketing of the RBEJTP training program to additional employers. In addition, the financial sponsorship of the RichmondBUILD infrastructure by employers such as Chevron, Mack5, and Marin Energy Authority will increase the incentive for these companies to hire graduates of the RBEJTP program.

Letters from the Richmond Housing Authority and the environmental employers identified in Table 4 indicate their willingness to hire program graduates and to provide guidance in shaping the training program. Program staff will also make use of existing contacts in the construction, petrochemical, and green job sectors to connect with additional potential employers in these areas.

The RBEJTP is able to co-invest and co-enroll with WIOA resources to provide OJT support to employers who place program participants with their company. This program has enabled Pacific States Environmental Contractors to place and later hire four RBEJTP graduates.

**D Program Sustainability**

The City of Richmond's Employment & Training Department is committed to sustaining and continuing the environmental workforce job training program. Strategies for continuing the program include funding and support from the Chevron Environmental Community Initiative Agreement (ECIA), which provides funding for workforce development and community programs through 2026. In addition, E&T staff are in active discussions with developers and members of the Contra Costa Building Trades Council regarding program support and sustainability through project-specific Community Benefits Agreements. One example of such an agreement is the recently approved Terminal One Project where the developer (Laconia) has expressed an interest in making a multi-year funding commitment for workforce development, and specifically for the remediation work required on the project.

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**5 Programmatic Capability**

**A Grant Management System**

**1 Management System in Place**

The ETD has extensive experience in utilizing ACRES and the state's CalJobs system to successfully track and manage grants. The department's fiscal unit also provides key support to program staff in the management of these grants.

**2 Project Manager and Staff**

Fred Lucero will serve as the project's Program Manager. He will have responsibility for supervising the program's case managers; coordinating outreach efforts with public agencies, community-based organizations, and other partners; and maintaining relationships with program partners. Mr. Lucero has over 12 years of experience working with underserved populations as well as expertise in job



development, program coordination, and apprenticeship and training programs. He has managed a number of projects involving at-risk youth, displaced workers from the residential construction industry, and the emerging green-collar job industries.

Mr. Lucero oversees all aspects of RichmondBUILD including recruitment, job placement, corporate recruitment, budgeting and compliance. He has been named Manager of the Year for the City of Richmond and received an FBI Director's Leadership Award in 2008. This award recognizes individuals that have taken extraordinary steps in drug and violence education and prevention.

### **3 Retaining/Recruiting Project Leadership**

The continuing success of the program, and its long-term integration with RichmondBUILD are important factors for retaining or recruiting program leadership. As with other programs operated by the Richmond Employment and Training Department, program directors have both a significant amount of autonomy as well as a sizable support staff that assists with financial, data, and IT systems. These systems enable project leadership to focus more completely on managing and improving programs rather than on areas less central to their role, and this helps to increase job satisfaction. Regular opportunities are also provided by the ETD for professional development and growth. The close ties between the Richmond ETD and the Richmond WDB, and to other Employment and Training departments in the East Bay, place RBEJTP in contact with a large network of individuals with the required skills to provide leadership. This network would be an important asset for recruiting new leadership for the program.

### **4 Systems for Acquiring Additional Expertise and Resources**

The RBEJTP budget includes funds in the Contractual category, thereby enabling the program to hire skilled trainers as needed for all components of the program. Trainers for the HAZWOPER, Lead, Asbestos, and Mold Abatement components will be identified through a competitive procurement process. The current training organization for the RBEJTP is the Laborer's Training Trust, staffed by individuals with decades of experience in the field. The program will use in-house case managers to provide support during training, placement, and follow-up and to help participants with issues that impact their work performance.

## **B Organizational Expertise**

### **1 Experience in Working with the Community**

The ETD has extensive experience working with minority, unemployed, and underemployed individuals. As evidence of this, enrollment data for the RichmondBUILD program shows the following demographics: 60% African American, 25% Hispanic, 5% White, and 10% Asian/Pacific Islander. Virtually all participants are unemployed or underemployed, and 40% are residents of public housing. The job placement rate of 70% for program graduates reflects the success that the program has been able to achieve with the target population. The program will competitively procure the services of experienced trainers to present the environmental components.

The Employment and Training Department (ETD) of the City of Richmond has been providing job training to City residents for over 30 years. The ETD was one of the grantees during the initial year of the EPA's Brownfields Job Training program in 1998. The majority of the recent experience of the ETD is in the area of construction employment training, which has significant similarities to environmental employment training in terms of the recruitment process, the training structure, participant case management, placement, and follow-up. ETD programs have consistently exceeded their outcome targets for participant placement and retention rates.

### **2 Experience in Environmental Training**

In addition to Brownfields Job Training Program grants in 2009, 2013, and 2015 a key federal grant received by the ETD that was similar in size and scope to the Environmental Workforce Development and Job Training Grant was a Department of Labor Workforce Investment Act (WIA) 15% Grant-Advancing Workers With Barriers to Employment in the amount of \$600,000. This grant initiated

the RichmondBUILD program, which served 150 participants during a two-year grant period. Since that time the program has maintained a 90% placement rate for program graduates, and was awarded the FBI Director's award for its role in advancing crime prevention in the City of Richmond by helping disenfranchised young people become contributing members of the community. In addition, the Apollo Alliance and Green For All recognized RichmondBUILD as a national "Best Practice" green-collar job-training program, and the program was a semi-finalist for the 2009 Harvard Innovation in Government award. More recently, RichmondBUILD received an Honorable Mention in the competition for the U.S. Green Building Council, Outstanding Community Organization Award.

Table 6: Recent Federal Grants	
Grant Title	Amount
EPA Environmental Workforce Development Job Training Grant (2013)	\$200,000
EPA Brownfields Job Training Grant (2009)	\$500,000
Workforce Investment Act-25% Project HIRE (2013)	\$770,000
EPA Environmental Workforce Development Job Training Grant (2015)	\$192,300
Workforce Innovation & Opportunity Act- 25% Project HIRE IV (2016)	\$440,000

As a comparable program, RichmondBUILD shows the ETD's ability to achieve training and placement goals. The program proposed a placement rate of 80% and achieved a 90% rate. The projected retention rate was 92%; the actual rate was 96%. The projected credential/diploma rate for the program was 60%, while the actual rate was 80%. The attrition rate for the program was 15%.

**C Audit Findings**

There have been no adverse audit findings, nor problems with any ETD-administered grants.

**D Past Performance and Accomplishments**

**1 Current EPA Brownfields Grant**

The Richmond ETD received a Brownfields Job Training grants in October 2009, which was extended through the summer of 2012, an additional grant in 2013, as well as the current grant which began on October 1, 2015 and is scheduled for completion on June 30, 2017. The Northern California Laborer's Joint Apprenticeship Training Committee provided training and certification in HAZWOPER, Asbestos Abatement, Lead Abatement, OSHA 10, First Aid/CPR, Confined Space, Leaky Underground Storage Tank, and Emergency Response. Of the 45 students enrolled in the second cohort of this grant, 33 students (73%) have already been placed in employment opportunities and in the unions. Graduates have earned an average of \$16.32 per hour. RichmondBUILD graduates have been hired by: Overaa Construction, David Smith Dry Wall, Keiwick Construction, Coy Sanders Construction, IQ Personnel Environmental Services, Coast Builders, Brand Scaffold, Alten Construction, Broad Spectrum and Turner Group Construction. The outlook looks strong for continued employment opportunities.

**Funds Expenditure**

The balance of funds remaining in the current grant is approximately \$10,000, which leaves the program on track to fully expend the funds awarded by the end of the grant period. The remaining funds are designated for follow up support of program graduates.

**Compliance With Grant Requirements** (Most recent report for the current grant was submitted January 2017, covers through October 2016 through December 2016. Program concludes in June of 2018)

- (1) ***Compliance With Work Plan, Schedule and Terms and Conditions:*** As of the October 2016 Quarterly report, the program had completed 3 training cohorts, and is on track to exceed the projected goal of 60 program graduates by project completion. The program met its enrollment goal of 60 for 2017, with 13 enrolled in the final EPA/RichmondBUILD HAZWOPER 40 class, bringing



the final program enrollment to 87! The program's high-quality curriculum and continued job placement success have been important factors in enabling it to meet or exceed its enrollment targets. The program's placement rate is right at the 75% placement goal identified in the original proposal, and the work plan provides ample additional time for job placement in 2017, since the grant sunsets in June 2018. The final cohort of 13 participants will complete their training in March 2017, and a portion of the class will begin job searches, while others take part in an additional nine-week carpentry training program at Richmond BUILD to enhance their employment options. This cohort will graduate when the Solar One Project breaks ground. The program expects to meet all of its goals by the June 2018 completion date. (2) **Timely Quarterly Reporting:** All quarterly reports were submitted on time. (3) **Timely Financial Status Reporting:** All financial status reports were filed on time, with the exception of the 2011 annual report, filed approximately two weeks after it was due. (4) **Timely Reporting in ACRES:** All reporting done through ACRES has been completed on time. (5) **Audit Findings:** No adverse audit findings.

### **Accomplishments**

(1) **Number of Individuals Proposed to Train and Place vs. Approved Work plan:** Numbers in the proposal (60 graduates and 100 job placements) were identical to those negotiated in the work plan.

(2) **Number That Were Actually Trained:** The program will meet its commitment of 87 trained graduates.

(3) **Placement Rate:** The current placement rate is approximately 80% of those trained; the work plan provides ample time for additional job placement during the current year. We anticipate continued strong placement results will rise due to two major factors: (a) seasonal nature of remediation activity, in particular removal of lead contamination in schools during the summer, and (b) a growing demand for Hazmat workers locally.

(4) **Whether the Original Anticipated Training and Placement Goals Were Met:** Because the current grant is not fully complete, this item is not applicable.

Table 7: Current EPA Brownfields Grant Information						
Grant #	Project Period	Funds Expended	# of Participants Trained	# of Participants Placed	% placed in full-time employment	Data updated in ACRES (Yes/No)
JT 99T29101	07/01/2015 06/30/2018	\$145,000	87	50	80%	Yes

## **6 Community and Employer Partnerships**

### **A Collaboration with Entities Involved with Local Remediation Activities and Environmental Projects**

#### **1 Efforts to Collaborate with Other Local Remediation Efforts**

The City of Richmond will collaborate with a number of federally funded environmental programs to provide both training and employment opportunities for RBEJTP participants. These federal projects include: (a) Project REAL III (Richmond Effort to Abate Lead), funded through a grant from HUD. This project is the third phase of a program in the City of Richmond, in partnership with Contra Costa County and the City of San Pablo to make housing "lead-safe" for low-income children and families over a period of years, and educate the public on the dangers of lead. (b) Environmental remediation at the Miraflores project, a project proposing to convert a former WWII nursery site into mixed use housing, funded by a grant of \$600,000 from the Environmental Protection Agency. (c) The City of San Pablo will clean up a 4.5 acre site that was formerly a Burlington Northern Santa Fe Railroad yard and start the Rumrill Sport Field Project, an EPA-funded project. The new site will include soccer

fields, picnic areas, playgrounds and a parking lot. (d) Remediation of the United Heckathorn State Superfund Site, a former pesticide production facility, has included extensive community planning, with engagement of EPA community outreach staff, a project manager, and hazardous materials site supervisor. The program has held meetings with the site supervisor, and there is strong support for local hiring by project contractors.

**2 How These Efforts Will Enhance Employment for EWDJTG Graduates**

As the placement rate for previous graduates shows, the ETD has been extremely successful in using its partnerships in the community to strengthen opportunities for program graduates.

**3 Relationship with Local Economic Development Office and Resulting Job Placement**

The ETD collaborates closely with the city's Community and Economic Development Agency and leverages the Neighborhood Stabilization program for employment opportunities for program participants.

**B Community Partnership Building**

**1 Plan for Involving the Affected Community**

As Table 5 shows, the RBEJTP includes a range of local government, environmental and green employer partners as active participants (Letters attached, additional letters on file).

Table 8: RBEJTP Collaborative Stakeholders		
Partner	Organization Type	Area of Work
<b>Local Government</b>		
Richmond Housing Authority	Local Government	Lead Abatement (HUD)
<b>Employers</b>		
Cenergy Power	Renewable/Solar Power	Solar Farm
IQ Environmental Staffing	Environmental Employer	Environmental Remediation
Marin Clean Energy	Environmental Employer	Solar Farm
Net Electric	Environmental Employer	Solar Installation
<b>Environmental Training</b>		
Laborers Training Trust	Environmental Trainer	Training
<b>Education and Participant Support</b>		
Literacy for Every Adult Program	Public Library	Education
Richmond Workforce Development Board (Richmond WDB)	Workforce Investment System	Outreach, Job Placement, Support

**2 Partner Commitments to Provide Non-Environmental Training**

Partners will play key roles in providing non-environmental programming to RBEJTP training participants. The Richmond One-Stop has a long history of working successfully with the target population for the grant, and will provide supportive services for participants based upon individual need. Literacy for Every Adult Program (LEAP) will provide basic skills training and GED enhancement. The Richmond WIB will provide assistance through RichmondWORKS: expunging criminal justice records; DMV printouts; transportation help; tool kits; and work boots.

**3 How Program and Partners' Expertise Ensure Trainees are Job Ready**

The program and its partners have many years experience in environmental training. The placement rate for the RBEJTP provides a clear indicator of the job readiness of program graduates.

**C Employer Involvement**

**1 Employer Community Involvement in Job Training Program Development**



Employers have played an active role in the development of the training program described by this proposal and have committed to placing and hiring program graduates. Eagle Environmental Construction, the lead contractor on the federally funded Miraflores environmental remediation project, has contributed to program development and committed to hiring program graduates. The Chevron Corporation, which operates a large refinery within the City of Richmond, has provided input into the training program and has signed a Community Benefits Agreement to hire local residents through RichmondBUILD (Agreement on file). Net Electric, the primary contractor for the solar array installation, will be providing input into the design of the solar energy training component, and has demonstrated an ongoing commitment to hiring RBEJTP graduates.

**2 Specific Efforts Related to Employer Involvement**

Staff conduct regular and ongoing discussions with employers at pre-bid meetings, advisory councils, Workforce Investment Board meetings, and employer job fairs to understand their workforce needs and to gain their input on program design as indicated throughout this application.

**3 Employer Commitment to Hiring Program Graduates**

IQ Personnel Environmental Staffing, a large outplacement firm, has referred eligible program participants to the existing RBEJTP and has committed to assisting graduates with employment placement (letter attached). Other employers who have hired program graduates and have committed to hiring graduates in the future include: Net Electric, Pacific States Environmental Contractors, Marin Clean Energy, Eagle Environmental, O.C. Jones Construction, Golden Steel and Stair, Wilson Bailey Construction, Giampolini Dry Wall, and Turner Group Construction.

**4 Partnerships with Employers who Have Hired Graduates in the Past**

The RBEJTP has an extensive list of partners who have hired past program graduates.

**7 LEVERAGING**

**1 Additional In-Kind Services/Leveraged Resources Already Committed**

The existing infrastructure of the ETD provides significant leveraging of resources for the RBEJTP. The 15,000 square foot RichmondBUILD training facility, which includes classrooms, a computer lab, and open space for hands-on construction, is leased from the Richmond Housing Authority for \$1 per year, and will be available part-time to the program at no cost. Administrative overhead for the program, at a rate of 10% of the total project cost, will be provided by the City of Richmond in the amount of \$20,000. Funding in the amount of \$50,000 from the San Francisco Foundation and \$60,000 from the Y.H. Soda Foundation will provide flexible support for ETD training programs, and contributions from industry employers such as Chevron Corporation (\$50,000) and from labor partners IBEW and Plumbers Local 159 will strengthen program efforts. These additional funds that are available to help carry out the project will stimulate economic development through providing jobs for unemployed and underemployed Richmond residents.

**2 Ability to Manage Grant With Administrative Cost Prohibition**

The City of Richmond will provide for administrative costs as leveraged resources for the RBEJTP, and thus will not be impacted by the administrative cost prohibition.

Environmental Workforce Development and Job Training Grants  
RichmondBUILD Environmental Job Training Partnership (RBEJTP)

RichmondBUILD Environmental Job Training Partnership Milestones									
Program Quarter	2017			2018			2019		
	n/a	1	2	3	4	5	6	7	
Months		Jul-Sep	Oct.-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec		
Activity	<i>Previous Grant</i>	Cohort #1			Cohort #2			Cohort #3	
Outreach and recruitment, Assessment, interviews & select participants, & develop Individual Education and Employment Plans, case management, support services		July-August EPA/RB Recruitment (Info. Session, TABE test, agility test, interviews)	Nov.-Dec. Haz Recruitment (Info. Session, TABE test, agility test, interviews)		April-June Haz Recruitment (Info. Session, TABE test, agility test, interviews)				
Classroom Instruction, HAZWOPER, LEAD, Asbestos, OSHA 10, Confined Spaces, & Solar Tech. First Aide/CPR		Sept. 14 <sup>th</sup> - Oct. 9 <sup>th</sup> (Four week instruction)		Jan. 22 <sup>nd</sup> - Feb 16 <sup>th</sup> (Four week instruction)		July 9 <sup>th</sup> - Aug. 3 <sup>rd</sup> (Four week instruction)			
Program completion, job placement including First Source hiring agreements, and follow up services		Ongoing →	↑	↑	↑	↑	↑	↑	
Program evaluation, implementation of changes		Ongoing →	↑	↑	↑	↑	↑	↑	
Post-graduation tracking of participants		Ongoing →	↑	↑	↑	↑	Tracked through Dec 2019		

### Appendix 3

#### Other Factors Checklist

##### Other Factors Checklist

Name of Applicant: City of Richmond

Please identify with an **X** any of the items below which may apply to your proposed Environmental Workforce Development and Job Training Grant project area as described in your proposal. Also, provide the page number and where the information is located within your proposal on how you meet the factor on the line provided next to each factor. EPA may verify these disclosures and supporting information prior to selection and may consider this information during the evaluation process.

- ☐ Recent (2008 or later) significant economic disruption (unrelated to a natural disaster or manufacturing/auto plant closure/power plant closure) has occurred within the community, resulting in a significant percentage loss of community jobs and tax base. \_\_\_\_\_
- ☐ Fair distribution of funds between urban and non-urban areas, including an equitable distribution of funds to “micro” communities (those communities with populations of 10,000 or less). Provide your total population count below.  
\_\_\_\_\_
- ☒ Fair distribution of funds between new applicants and previous job training grant recipients; (“New” applicants are also defined as organizations that received EPA brownfields job training grant funding in 2008 or prior to 2008) Indicate whether or not you have ever received EPA job training grant funding before, and if so, in what year(s) did you receive funding?  
2009, 2013, 2015
- ☐ Whether the applicant is a federally recognized Indian Tribe or United States Territory, or is an organization that will primarily serve tribal or territorial residents.  
\_\_\_\_\_
- ☐ The needs of communities adversely affected by natural disasters (2012 or later).  
\_\_\_\_\_
- ☐ Whether the applicant is a recipient or a core partner of a HUD/DOT/EPA Partnership for Sustainable Communities (PSC) grant and the proposed target area includes the same area served through the PSC funding. Examples of PSC grant or technical assistance include a HUD Regional Planning or Challenge grant, DOT Transportation Investment Generating Economic Recovery (TIGER), or EPA Smart Growth Implementation or Building Blocks Assistance, etc. \_\_\_\_\_
- ☐ Whether the applicant is one of the 24 recipients, or a core partner/implementation strategy party, of a “manufacturing community” designation provided by the Economic

Development Administration (EDA) under the Investing in Manufacturing Communities Partnership (IMCP). A core partner/implementation strategy party is a local partner organization/jurisdiction that will carry out the proposed strategy, as demonstrated in letters of commitment or memoranda of understanding which documents their contributions, roles, and responsibilities to the partnership. EDA may provide EPA a list of the core partners/implementation strategy parties for each of the 24 “manufacturing community” designees, which EPA would use to verify this factor. Applicants must clearly demonstrate there is a nexus between their IMCP designation and the proposed training activities. \_\_\_\_\_

☒ Proposals that seek to serve veterans. \_\_\_\_\_





*aka BAP Power Corporation (CA Lic. # 922883)*

Arizona • California • Connecticut • Indiana • Massachusetts • New Jersey • New York • Texas

February 6, 2017

Catherine McCabe  
Acting Administrator  
Environmental Protection Agency  
Ariel Rios Building  
1200 Pennsylvania Avenue, N. W.  
Washington, DC 20460

RE: Environmental Workforce Development & Job Training Grant

Honorable Administrator McCabe:

Cenergy Power submits this letter of commitment detailing our support for the Richmond Environmental Workforce Job Training Partnership. Cenergy Power is a leading developer and installer of commercial and small-scale utility photovoltaic solar projects. Cenergy Power is making clean, renewable solar energy the clear and economical choice for large and commercial scale applications. Cenergy Power has been selected by Marin Clean Energy as the developer for a new photovoltaic solar (PV) generating facility of up to 10.5 megawatts as part of a lease agreement with Chevron Richmond and the project will strive to hire up to 50% local labor including graduates of the RichmondBUILD program.

An investment by the Environmental Protection Agency would enable the project to address the workforce needs, as well as to provide training, for individuals living in environmentally-impacted communities. As a reflection of our support for this important initiative, we commit to provide the following resources in order to further leverage an Environmental Workforce Development Job Training Grant provided by the Environmental Protection Agency:

- Provide input on the training curriculum design;
- Work with our subcontractors to identify employment opportunities for RichmondBUILD graduates

Please contact me at (760) 603-1933 if I can further clarify our commitment to the program. I am convinced that EPA funding of this proposal will yield a valuable return, not only for our local community but for the nation as whole.

Sincerely,

Jeff Lifur  
Vice President,  
Project Development

[www.CenergyPower.com](http://www.CenergyPower.com)

3176 Lionshead Avenue • Carlsbad, CA 92010 • Phone (760) 603-1933 • Fax (760) 683-3116



**IQ PERSONNEL**  
ENVIRONMENTAL STAFFING

02-13-2017

Catherine McCabe, Acting Administrator  
Environmental Protection Agency  
Ariel Rios Building  
1200 Pennsylvania Avenue, N. W.  
Washington, DC 20460

RE: Brownfields Job Training Grants

Honorable Administrator McCabe:

IQ Personnel Environmental enthusiastically offers this letter of commitment detailing our support for the Richmond Environmental Workforce Job Training Partnership. We have participated actively in the planning of this program and look forward to supporting the activities described by this proposal.

The San Francisco Bay Area includes numerous sites that have experienced environmental contamination, along with many innovative companies that are engaged in environmental remediation, cleanup of hazardous waste, the development of green technologies, and alternative energy. We anticipate a continued growth in demand for trained workers in all of these fields, both in the San Francisco Bay Region and throughout the state. The Richmond Environmental Workforce Job Training Partnership will provide participants with skills that will effectively prepare them to take advantage of opportunities in each of these areas.

An investment by the Environmental Protection Agency would enable the project to address the need to clean up environmentally contaminated areas in the region, as well as to provide training for individuals living in environmentally-impacted communities. As a reflection of our support for this important initiative, we commit to provide the following resources in order to further leverage an Environmental Workforce Development Job Training Grant provided by the EPA:

- Provide input and guidance into the development of the training curriculum;
- Provide experienced instructors for delivery of environmental health and safety training; and
- Offer information on compliance with ANSI Standards and OSHA requirements.
- Provide local 40 hour Hazwoper training.

Please contact me at 510-437-0400 if I can further clarify our commitment to the program. I am convinced that EPA funding of this proposal will yield a valuable return, not only for our local community but for the nation as whole.

Sincerely,

VaShawn S. Wade  
Director of Sales

A handwritten signature in black ink, appearing to read 'VaShawn S. Wade', written over a light blue horizontal line.

## LIBRARY & CULTURAL SERVICES



### LITERACY FOR EVERY ADULT PROGRAM (LEAP)

February 2, 2017

Catherine McCabe, Acting Administrator  
Environmental Protection Agency  
Ariel Rios Building  
1200 Pennsylvania Avenue, N. W.  
Washington, DC 20460

RE: Brownfields Job Training Grants

Honorable Administrator McCabe:

The Literacy for Every Adult Program (LEAP) enthusiastically submits this letter of commitment detailing our support for the Richmond Environmental Workforce Job Training Partnership. We have participated actively in the planning of this program and look forward to supporting the activities described by this proposal.

The San Francisco Bay Area includes numerous sites that have experienced environmental contamination, along with many innovative companies that are engaged in environmental remediation, cleanup of hazardous waste, the development of green technologies, and alternative energy. We anticipate a continued growth in demand for trained workers in all of these fields, both in the San Francisco Bay Region and throughout the state. The Richmond Environmental Workforce Job Training Partnership will provide participants with skills that will effectively prepare them to take advantage of opportunities in each of these areas.

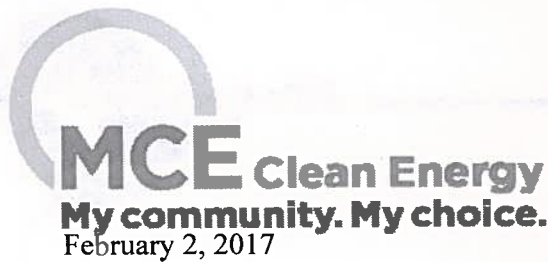
An investment by the Environmental Protection Agency would enable the project to address the need to clean up environmentally contaminated areas in the region, as well as to provide training for individuals living in environmentally-impacted communities. As a reflection of our support for this important initiative, we commit to provide the following resources in order to further leverage an Environmental Workforce Development Job Training Grant provided by the EPA:

- Provide input and guidance into the development of the training curriculum;
- Provide basic skills instruction for participants; and
- Provide assistance with GED preparation and academic enhancement.

Please contact me at (510) 307-8082 if I can further clarify our commitment to the program. I am convinced that EPA funding of this proposal will yield a valuable return, not only for our local community but for the nation as whole.

Sincerely,

  
Sherry Drobner  
Program Manager



Catherine McCabe  
Acting Administrator  
Environmental Protection Agency  
Ariel Rios Building  
1200 Pennsylvania Avenue, N. W.  
Washington, DC 20460

RE: Environmental Workforce Development & Job Training Grant

Honorable Administrator McCabe:

Marin Clean Energy (MCE) submits this letter of commitment detailing our support for the Richmond Environmental Workforce Job Training Partnership. MCE is a public, not-for-profit electricity provider that gives residential and business customers the choice of having 53% to 100% of their electricity supplied from clean, renewable sources such as solar, wind, bioenergy, geothermal and hydropower at competitive rates. MCE will be developing a new photovoltaic solar (PV) generating facility of up to 10.5 megawatts as part of a lease agreement with Chevron Richmond and the project will strive to hire a minimum of 50% local labor including graduates for the RichmondBUILD program.

An investment by the Environmental Protection Agency would enable the project to address the workforce needs, as well as to provide training for individuals living in environmentally-impacted communities. As a reflection of our support for this important initiative, we commit to provide the following resources in order to further leverage an Environmental Workforce Development Job Training Grant provided by the Environmental Protection Agency:

- Provide input on the training curriculum design;
- Work with our contractors to identify employment opportunities for RichmondBUILD graduates

Please contact me at (415) 464-6037 if I can further clarify our commitment to the program. I am convinced that EPA funding of this proposal will yield a valuable return, not only for our local community but for the nation as whole.

Sincerely,

Greg Brehm | 415.464.6037  
MCE Director of Power Resources  
1125 Tamalpais Avenue  
San Rafael, CA 94901





**NET ELECTRIC, INC.**

ELECTRICAL • ENERGY SOLUTIONS • SOLAR DESIGN BUILD  
LICENSE # 960045 • DIR # 1000006222

February 2, 2017

Catherine McCabe, Acting Administrator  
Environmental Protection Agency  
Ariel Rios Building  
1200 Pennsylvania Avenue, N. W.  
Washington, DC 20460

RE: Brownfields Job Training Grants

Honorable Administrator McCabe:

NET ELECTRIC, INC submits this letter of commitment detailing our support for the Richmond Environmental Workforce Job Training Partnership. We have participated actively in the planning of this program and look forward to supporting the activities described by this proposal.

The San Francisco Bay Area includes numerous sites that have experienced environmental contamination, along with many innovative companies that are engaged in environmental remediation, cleanup of hazardous waste, the development of green technologies, and alternative energy. We anticipate a continued growth in demand for trained workers in all of these fields, both in the San Francisco Bay Region and throughout the state. The Richmond Environmental Workforce Job Training Partnership will provide participants with skills that will effectively prepare them to take advantage of opportunities in each of these areas.

An investment by the Environmental Protection Agency would enable the project to address the need to clean up environmentally contaminated areas in the region, as well as to provide training for individuals living in environmentally-impacted communities. As a reflection of our support for this important initiative, we commit to provide the following resources:

- Work with RichmondBUILD to hire program graduates on local projects;
- Provide input and guidance into the development of the training curriculum;
- Assist in providing participants with environmental employment opportunities upon program completion.

Please contact me at 866-334-2400 x 701 if I can further clarify our commitment to the program. I am convinced that EPA funding of this proposal will yield a valuable return, not only for our local community but for the nation as whole.

Sincerely,

A handwritten signature in black ink, appearing to read "Nathan E. Tyler", written over a horizontal line.

Nathan E. Tyler  
President



**Northern California Laborers Joint Apprenticeship Training Committee**

1001 Westside Drive, San Ramon, CA 94583-4098

(925) 556-0858 • (925) 556-0753 Fax

February 21, 2017

Gina McCarthy, Administrator  
Environmental Protection Agency  
Ariel Rios Building  
1200 Pennsylvania Avenue, N.W  
Washington, DC 20460

RE: Richmond Build's Brownfields Job Training Grant Application

Honorable Administrator McCarthy

The Laborers' Local 324, Laborers' Training Center the Laborers' Community Service & Training Foundation enthusiastically submits this letter of commitment detailing our support for Richmond Build's Environmental Workforce Development and Job Training Grant Application. We have actively participated in the planning of this program and look forward to supporting the activities described in the proposal.

The San Francisco Bay Area includes numerous sites that have experienced environmental contamination, requiring remediation and clean-up of hazardous waste. This has also been an area that has been aggressive in developing green technologies and alternative energy. We anticipate continued growth in demand for trained workers in all of these fields, both in the San Francisco Bay Region and throughout the state. Richmond Build will provide participants with skills that will prepare them to take advantage of opportunities in each of these areas.

An investment by the Environmental Protection Agency would enable the project to address the need to clean up environmentally contaminated areas in the region, as well as to provide training for individuals living in environmentally-impacted communities. As a reflection of our support for this important initiative, we commit to provide the following resources in order to further leverage an Environmental Workforce Development Job Training Grant provided by the EPA:

- Provide input and guidance into the development and evaluation of the curriculum.
- Make pre-apprenticeship training opportunities available to qualified program graduates.
- Offer information on compliance with ANSI Standards and OSHA requirements; and
- Assist in linking participants with employment opportunities upon program completion.

I am convinced that EPA funding of this proposal will yield a valuable return not only for our local community but for the nation as a whole. Please do not hesitate to contact me at (925) 964-6945, if I can be of further assistance.

Sincerely,

Leonard Gonzales  
Executive Director



**CITY OF RICHMOND HOUSING AUTHORITY**

ADMINISTRATIVE OFFICE  
330-24th Street • Richmond, CA 94804  
(510) 621-1310 Voice • (510) 237- 5230 FAX  
INTERNET: [tjones@RHACA.ORG](mailto:tjones@RHACA.ORG)  
TDD: 1-800-545-1833, Ext. 563

Timothy Jones, Executive Director

February 21, 2017

Catherine McCabe, Acting Administrator  
Environmental Protection Agency  
Ariel Rios Building  
1200 Pennsylvania Avenue, N. W.  
Washington, DC 20460

**RE: Brownfields Job Training Grants**

Honorable Administrator McCabe:

The Richmond Housing Authority submits this letter of commitment detailing our support for the Richmond Environmental Workforce Job Training Partnership. We have participated actively in the planning of this program and look forward to supporting the activities described by this proposal. The Richmond Housing Authority has successfully operated four (4) HUD funded Lead Abatement grants that have provided over 100 jobs in the City of Richmond, and is in the process of submitting a proposal in response to the current Lead Abatement Grant Notice of Funding Availability recently released. The Richmond Environmental Workforce Job Training Partnership will provide participants with the skills necessary to work directly with contractors involved in this Richmond Housing Authority initiative.

An investment by the Environmental Protection Agency would enable the project to address the need to clean up environmentally contaminated areas in the region, as well as to provide training for individuals living in environmentally-impacted communities. As a reflection of our support for this important initiative, we commit to provide the following resources in order to further leverage an Environmental Workforce Development Job Training Grant provided by the Environmental Protection Agency:

- Provide input and guidance into the development of the training curriculum;
- Provide for the use of our 15,000 square foot training facility, located at 360 South 27<sup>th</sup> Street in the City of Richmond as classroom and shop space—valued at \$100,000 over 2 years;
- Assist with the cost of the lead abatement training component for participants; and
- Provide employment for program graduates with lead abatement contractors working with the Richmond Housing Authority through the City's First Source Hiring Agreement.

Please contact me at (510) 621-1310 if I can further clarify our commitment to the program. I am convinced that EPA funding of this proposal will yield a valuable return, not only for our local community but for the nation as whole.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Timothy Jones', is written over a light blue horizontal line.

Timothy Jones  
Executive Director







February 2, 2017

Catherine McCabe, Acting Administrator  
Environmental Protection Agency  
Ariel Rios Building  
1200 Pennsylvania Avenue, N. W.  
Washington, DC 20460

▲ Vision

The Richmond RE: Brownfields Job Training Grants

Workforce

Honorable Administrator McCabe:

Investment Board

will, through private

The Richmond Workforce Development Board enthusiastically submits this letter of commitment detailing our support for the Richmond Environmental Workforce Job Training Partnership. We have participated actively in the planning of this program and look forward to supporting the activities described by this proposal.

industry and public

agency partnerships.

contribute to the

economic growth of

the region by

promoting and

overseeing a flexible

and responsive

workforce system,

which aligns job

seekers' skills with

current and future

The San Francisco Bay Area includes numerous sites that have experienced environmental contamination, along with many innovative companies that are engaged in environmental remediation, cleanup of hazardous waste, the development of green technologies, and alternative energy. We anticipate a continued growth in demand for trained workers in all of these fields, both in the San Francisco Bay Region and throughout the state. The Richmond Environmental Workforce Job Training Partnership will provide participants with skills that will effectively prepare them to take advantage of opportunities in each of these areas.

An investment by the Environmental Protection Agency would enable the project to address the need to clean up environmentally contaminated areas in the region, as well as to provide training for individuals living in environmentally-impacted communities. As a reflection of our support for this important initiative, we commit to provide the following resources in order to further leverage an Environmental Workforce Development Job Training Grant provided by the EPA:

- Provide input and guidance into the development of the training curriculum;
- Provide pre-employment training and assistance with job placement and follow up; and
- Provide supportive services through co-enrollment in WIOA programs.

Please contact me at (510) 307-8006 if I can further clarify our commitment to the program. I am convinced that EPA funding of this proposal will yield a valuable return, not only for our local community but for the nation as whole.

Sincerely,

A handwritten signature in black ink, appearing to read "Sal Vaca", written over a horizontal line.

Sal Vaca  
Executive Director

**Application for Federal Assistance SF-424**

**\* 1. Type of Submission:**

- ☐ Preapplication  
☒ Application  
☐ Changed/Corrected Application

**\* 2. Type of Application:**

- ☒ New  
☐ Continuation  
☐ Revision

**\* If Revision, select appropriate letter(s):**

**\* Other (Specify):**

**\* 3. Date Received:**

02/24/2017

**4. Applicant Identifier:**

**5a. Federal Entity Identifier:**

**5b. Federal Award Identifier:**

**State Use Only:**

**6. Date Received by State:**

**7. State Application Identifier:**

**8. APPLICANT INFORMATION:**

**\* a. Legal Name:**

City of Richmond Employment and Training Department

**\* b. Employer/Taxpayer Identification Number (EIN/TIN):**

96-60000403

**\* c. Organizational DUNS:**

0887707060000

**d. Address:**

**\* Street1:**

330 25th Street

**Street2:**

**\* City:**

Richmond

**County/Parish:**

**\* State:**

CA: California

**Province:**

**\* Country:**

USA: UNITED STATES

**\* Zip / Postal Code:**

94804-1727

**e. Organizational Unit:**

**Department Name:**

**Division Name:**

**f. Name and contact information of person to be contacted on matters involving this application:**

**Prefix:**

**\* First Name:**

Salvador

**Middle Name:**

**\* Last Name:**

Vaca

**Suffix:**

**Title:** Director, Employment and Training Department

**Organizational Affiliation:**

**\* Telephone Number:** 510-307-8006

**Fax Number:** 510-307-8061

**\* Email:** svaca@richmondworks.org

**Application for Federal Assistance SF-424**

**\* 9. Type of Applicant 1: Select Applicant Type:**

C: City or Township Government

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

\* Other (specify):

**\* 10. Name of Federal Agency:**

Environmental Protection Agency

**11. Catalog of Federal Domestic Assistance Number:**

66.815

CFDA Title:

Environmental Workforce Development and Job Training Cooperative Agreements

**\* 12. Funding Opportunity Number:**

EPA-OLEM-OBLR-17-01

\* Title:

FY17 ENVIRONMENTAL WORKFORCE DEVELOPMENT AND JOB TRAINING (EWDJT) GRANTS

**13. Competition Identification Number:**

Title:

**14. Areas Affected by Project (Cities, Counties, States, etc.):**

Add Attachment

Delete Attachment

View Attachment

**\* 15. Descriptive Title of Applicant's Project:**

RichmondBUILD Environmental Job Training Partnership

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments



**Application for Federal Assistance SF-424****16. Congressional Districts Of:**\* a. Applicant \* b. Program/Project 

Attach an additional list of Program/Project Congressional Districts if needed.

Add Attachment

Delete Attachment

View Attachment

**17. Proposed Project:**\* a. Start Date: \* b. End Date: **18. Estimated Funding (\$):**

* a. Federal	<input type="text" value="200,000.00"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="200,000.00"/>

**\* 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**☐ a. This application was made available to the State under the Executive Order 12372 Process for review on ☐ b. Program is subject to E.O. 12372 but has not been selected by the State for review.☒ c. Program is not covered by E.O. 12372.**\* 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**☐ Yes☒ No

If "Yes", provide explanation and attach

Add Attachment

Delete Attachment

View Attachment

**21. \*By signing this application, I certify (1) to the statements contained in the list of certifications\*\* and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances\*\* and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

☒ \*\* I AGREE

\*\* The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

**Authorized Representative:**Prefix:  \* First Name: Middle Name: \* Last Name: Suffix: \* Title: \* Telephone Number: Fax Number: \* Email: \* Signature of Authorized Representative: \* Date Signed:

## BUDGET INFORMATION - Non-Construction Programs

### SECTION A - BUDGET SUMMARY

Grant Program Function or Activity (a)	Catalog of Federal Domestic Assistance Number (b)	Estimated Unobligated Funds		New or Revised Budget		
		Federal (c)	Non-Federal (d)	Federal (e)	Non-Federal (f)	Total (g)
1. Environmental Workforce Development and Job Training Cooperative Agreements	66.815	\$	\$	\$ 200,000.00	\$ 0.00	\$ 200,000.00
2.						
3.						
4.						
5. Totals		\$	\$	\$ 200,000.00	\$	\$ 200,000.00

# SECTION B - BUDGET CATEGORIES

6. Object Class Categories	GRANT PROGRAM, FUNCTION OR ACTIVITY				Total (5)
	(1) Environmental Workforce Development and Job Training Cooperative Agreements	(2)	(3)	(4)	
a. Personnel	\$ 120,000.00	\$	\$	\$	120,000.00
b. Fringe Benefits	31,200.00				31,200.00
c. Travel	3,000.00				3,000.00
d. Equipment	0.00				
e. Supplies	8,800.00				8,800.00
f. Contractual	30,000.00				30,000.00
g. Construction	0.00				
h. Other	7,000.00				7,000.00
i. Total Direct Charges (sum of 6a-6h)	200,000.00			\$	200,000.00
j. Indirect Charges	0.00			\$	
k. TOTALS (sum of 6i and 6j)	200,000.00	\$	\$	\$	200,000.00
7. Program Income		\$	\$	\$	

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SECTION C - NON-FEDERAL RESOURCES					
(a) Grant Program	(b) Applicant	(c) State	(d) Other Sources	(e) TOTALS	
8. Environmental Workforce Development and Job Training Cooperative Agreements	\$	\$	\$	\$	\$
9.					
10.					
11.					
12. TOTAL (sum of lines 8-11)	\$	\$	\$	\$	\$

SECTION D - FORECASTED CASH NEEDS					
	Total for 1st Year	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
13. Federal	\$ 100,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
14. Non-Federal	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
15. TOTAL (sum of lines 13 and 14)	\$ 100,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00

SECTION E - BUDGET ESTIMATES OF FEDERAL FUNDS NEEDED FOR BALANCE OF THE PROJECT				
(a) Grant Program	FUTURE FUNDING PERIODS (YEARS)			
	(b) First	(c) Second	(d) Third	(e) Fourth
16. Environmental Workforce Development and Job Training Cooperative Agreements	\$ 100,000.00	\$	\$	\$
17.				
18.				
19.				
20. TOTAL (sum of lines 16 - 19)	\$ 100,000.00	\$	\$	\$

SECTION F - OTHER BUDGET INFORMATION	
21. Direct Charges:	
22. Indirect Charges:	
23. Remarks:	